



College and Career Readiness Initiative

Presented to the State Youth Council and SWIC

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Greater Clark Slogan

- ▶ Bridging Excellence & Opportunities
 - Expecting Excellence Daily
 - Achieving Excellence Creates More Opportunities

Greater Clark Vision & Mission

▶ Vision

- Greater Clark County Schools' vision is to become nationally recognized as a premier provider of education by serving as the bridge connecting stakeholders to ensure all students are college and career ready.

▶ Mission

- Greater Clark County Schools' mission is for stakeholders to give 100% effort in meeting the academic and behavioral needs of each student ensuring acceptance to a post-secondary opportunity.

Strategic Plan – Student Achievement Goal

- ▶ By 2018, Greater Clark County Schools' graduation rate will meet or exceed the state goal and ensure all graduates are accepted to post-secondary education or employment opportunities.

Key Metrics

	GCCS	State
▶ Graduation Rate	90%	89%
▶ Post-Secondary Acceptance	92%	
▶ Core 40/Academic Honors Diplomas	83%	
▶ % of Students Passing AP Exams	27%	15%
▶ % of Students Earning Dual Credits	34%	
▶ ACT Composite Score	19	22
▶ ISTEP+ Language Arts Passage	77%	81%
▶ ISTEP+ Math Passage	78%	83%
▶ English 10 End-of-Course Passage	73%	76%
▶ Algebra I End-of-Course Passage	72%	71%

Current Job Market

- ▶ 53% of recent college grads are jobless or underemployed
- ▶ Half of new jobs in America do not require a four-year college degree
- ▶ Millions of jobs not filled because lack of qualified workforce (talent mismatch)
- ▶ Education needs to help create jobs in the creative and service sectors – Entrepreneurship-Oriented Education (enhance human talents)

Source: Dr. Yong Zhao (2013)

CCR Advisory

► Composition

- Currently over 60 education, business, and government leaders.

► Purpose

- To help improve student achievement by increasing relevancy of content.
- To develop a stronger workforce.
- To promote economic development in the region.
- To serve in an advisory capacity to GCCS pathways.

College and Career Readiness Initiative

- Connects education with the world of work by connecting academic concepts to real-life applications
- Focus on rigor, relevance, and relationships

CCR Implementation

- Used labor market research to establish career pathways.
- Each school establishes advisories consisting of K–12 education, post-secondary, and business representatives.
- High schools implement College & Career Readiness Centers facilitated by CCR directors – benefits students and community.

Career Pathways

- ▶ Business, Information Technology and Logistics
- ▶ Health Care and Related Sciences
- ▶ Human Services, Education, Law and Arts
- ▶ Engineering, Manufacturing, Technology and Skilled Trades

Source: Hoosier Hot 50 Jobs – Indiana Department of Workforce Development

Counselor Role

- ▶ Key facilitators in helping students match hard and soft skills to a career pathway
- ▶ Working to increase their knowledge of college and career opportunities by visiting local colleges and companies
- ▶ Responsible to assure all students are accepted to a post-secondary opportunity

Naviance

- ▶ Naviance is a college and career readiness program that helps connect academic achievement to post-secondary goals.
- ▶ It will enable GCCS to create personalized success plans for each of our students
- ▶ Improve College and Career Readiness by creating new curriculum for students in grades 6–12
 - Learning style inventories
 - Interest inventories
 - Goal-setting
 - Career road trip
 - College exploration
 - Resumes
 - College essay writing
 - Four Year Course Planner

Careers' Class

- Course that focuses on helping students develop meaningful future plans.
- Mandatory class taken by 6th and 9th graders.
- Students begin developing a career plan by the end of their 6th grade year, which must be re-visited annually.

Project Lead The Way

- Nationally-recognized pre-engineering and bio-medical program
- “Medical Detectives” – taken by all 7th graders
- “Gateway to Technology” – taken by all 8th graders
- High School Programs (4 year)
 - Engineering
 - Bio-Medical

Junior Achievement

- Elementary – Biz Town (trip for 5th grade)
- Middle School – It's My Future (6 week unit) 6th grade and visit to Finance Park in 7th grade
- High School – Career Success (7 week unit) 9th grade and trip to Finance Park 12th grade
- Need volunteers to expand program
- Other opportunities with JA – Job shadowing, Internships

Jobs for America's Graduates (JAG)

- Drop-out recovery program at JHS in partnership with WorkOne.
- National program designed to help youth complete a high school diploma or GED and be placed in an entry-level job leading to a career and/or pursue post-secondary education.
- The program helps students become competent in 20 job-related and life skills to help them overcome barriers to education and employment.
- Students must meet income guidelines.

Dual Credits

- ▶ Students take coursework that earns both high school and college credit
- ▶ Courses can be taken at student's high school or on college campus
- ▶ Greater Clark teachers have been credentialed through Ivy Tech and course curriculum approved by Ivy Tech
- ▶ 34% of high school students in 2013–14 enrolled in dual credit courses
- ▶ Credits accepted by all Indiana public colleges and universities
- ▶ No cost to Greater Clark students

ACT

- ▶ College and career standardized testing program provided to all Greater Clark 8th–11th graders
- ▶ Measures students academic readiness for college as well as career interests
- ▶ Three tests:
 - Explore – taken by all 8th and 9th graders
 - Plan – taken by all 10th graders
 - ACT – taken by all 11th graders
- ▶ ACT average score and percentage at or above benchmark continues to increase

Advanced Placement (AP)

- ▶ High-level courses in multiple disciplines
- ▶ Students take end-of-course AP exams Students who score a 3 or higher (out of 5) can potentially earn college credit or waive college courses in that discipline
- ▶ Courses offered:
 - JHS – 20
 - CHS – 7
 - NWHS – 3
- ▶ The percent of Greater Clark graduates taking an AP class and earning a 3 or higher exceeds the state average

WorkKeys

- WorkKeys is a job skills assessment system measuring “real world” skills that employers believe are critical to job success.
- Assessment could be taken by seniors in the spring.
- Three primary tests – applied mathematics, reading for information, and locating information.
- Used by employers for employee selection and promotion.

KeyTrain

- KeyTrain is a comprehensive, yet easy-to-use system for improving the basic skills measured by the WorkKeys assessment system.
- KeyTrain is a targeted, self-paced tutorial software that any student can access to improve their basic skill levels. KeyTrain also provides a database of occupational job profiles with the levels of skills needed for each job/career.

College & Career Readiness Center

- Staff
 - Director
 - Paraprofessional
- Purpose
 - Identify and Enhance College & Career Partnerships
 - Coordinate Student Internships
 - Career Resources – Students/Community

School-Business Partnerships

- **Pathway-specific Job Shadow:** A student spends two to four hours, on a one-time basis, with an employee or series of employees, observing the various aspects of their job. The intent is for students to see what the job really involves as well as to observe how their schoolwork applies.
- **Student Out-of-School Internship:** An unpaid, supervised work-based learning experience which links an 11th or 12th grade student with an employer for a planned set of activities often designed to give the student a broad overview of a business or occupational career pathway. (May be short-term: 18 weeks)

School-Business Partnerships

- **Interdisciplinary Cooperative Education Student (ICE – Co-op Work Experience):** A school-supervised and structured 15 hour/week paid work experience during their 12th grade year arranged by the school and the employer to lead to an occupational goal. This experience is for the entire school year and includes a training agreement and a training plan, which couples the classroom learning with the workplace experience.
- **Field Trips and Worksite Tours:** Students visit the workplace as a group to see the business operations in action and tie this to their career pathway.

School-Business Partnerships

- **Educator Externship**: As technology changes, it is important that schools teach the subjects and skills that businesses actually use. Through an externship, teachers experience the business world firsthand as they work in a business for 1–2 weeks during school vacations and then incorporate their learning into their lesson plans and curriculum to make learning relevant.
- **Advisory Committee Members**: Serve on GCCS Career Advisory for the purpose of curriculum/subject area planning, resource development, and consultation.

School-Business Partnerships

- **Classroom/Career Fair Presentation:** Present to a class about your job, its requirements or educational level, employer expectations, or tie directly into that classroom curriculum.
- **Mentorship:** A mentor is described as a trusted and experienced advisor who has personal and direct interest in the development and/or education of younger and less experienced individuals. Mentorships are usually formed as the result of a job shadow or an out-of-school internship.

School-Business Partnerships

- Senior Project/Presentation: Partners serve as advisors or invited guests for a senior project/presentation.
- Co-Teaching: A partner teams with a subject-area teacher to work on a real-world, project-based assignment with students.

Work Ethic Certification

- Region 10 Works Council Support
- Grant-funded position to facilitate Work Ethic implementation and regional career awareness
- Students demonstrate their workplace soft skill proficiency, e.g., “PRIDE” (Persistence, Respectfulness, Initiative, Dependability, and Efficiency)
- A certificate would be awarded to students who meet established criteria
- This certificate would validate to employers that students who earned this credential possess the soft skills necessary to succeed in the workforce

CCR Timeline

- 2013–14
 - Implemented 6th and 9th grade Careers' Classes
 - Identified career pathways based upon labor market research
 - Established College & Career Advisory and developed action plan
 - Every 6th–11th grader identified a career pathway
- 2014–15
 - Implemented College & Career Readiness Centers
 - Organize staff into pathways
 - Establish pathway advisories
 - Begin Work Ethic Certificate program
- 2015–16
 - Implementation of educational concepts to real-life applications by teachers (Relevancy)
 - Plan implementation of project-based learning

Questions and Comments

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